

General Services (GS) Study City Council Briefing

Tuesday, August 22, 2006

Background

- All classified civilian position were studied
- New pay structure and job class specifications were proposed
- The study was not completely implemented
- Core of the study was produced by outside consulting company in 2001

GS Study Process

- Outside consultants performed classification services and updated the compensation survey
- City departments were presented with findings
- City departments reviewed and revised the position description questionnaires (PDQ's) as needed
- Proposed study incorporated current findings into the 2001 study

GS Study Process

- Department Heads were briefed on results
- Departmental meetings explained the impact of the study to GS staff members in March 2006
- Employees were provided with:
 - Title
 - Pay rate
 - Pay range
 - New job specification

GS Study Process

- Employees were provided with opportunity to appeal their proposed classification
- GS employees were invited to discuss the study with the City Manager in April 2006

GS Study Impact

- Pay range comparison of “Benchmarked” positions to other southwestern cities and major area employers
- Jobs not benchmarked were slotted into proposed pay structure
- Resulted in a 31% reduction of job classes
- The pay range minimum will increase for 96% of job classes

GS Study Impact

- The pay range maximum will increase for 37% of the job classes
- Approximately 87% of the job classes will increase in both the minimum and maximum rates of pay
- Only about 13% of the job classes will have a reduction in the salary range

GS Study Impact

- Average annual base increase of \$3998.16 per year
- Full year cost of implementation will be about \$661,105

*Note: Cost assumes current staffing levels